

# Importance-Agreement Rating

## City of Fort Lauderdale

### Core Area : Rewards & Recognition

AREA	Most Important %	Most Important Rank	Agreement %	Agreement Rank	Importance-Agreement Rating	I-A Rating Rank
<b><u>Top Short-Term Priorities</u></b>						
Poor job performance is dealt with effectively	36%	1	22%	4	0.2808	1
Promotions are awarded fairly	33%	2	19%	6	0.2673	2
<b><u>Other Areas</u></b>						
Employees who perform well receive recognition	26%	3	25%	3	0.1950	3
City should recognize accomplishments more*	18%	5	4%	7	0.1728	4
Rewards and recognition are distributed fairly	19%	4	21%	5	0.1501	5
Managers recognize individual accomplishments	15%	6	36%	2	0.0960	6
Employee work is evaluated fairly	10%	7	52%	1	0.0480	7

\*The percentage of employees who DISAGREED with the statement (ratings of 1 or 2) was used for the determination of the IA Rating for this factor

**Note: The I-A Rating is calculated by multiplying the "Most Important" % by (1-'Agreement' %)**

**Most Important %:**

**Agreement %:**

The "Agreement" percentage represents the sum of the ratings "4" and "5" excluding 'not a